SFS Hiring Agency Toolkit
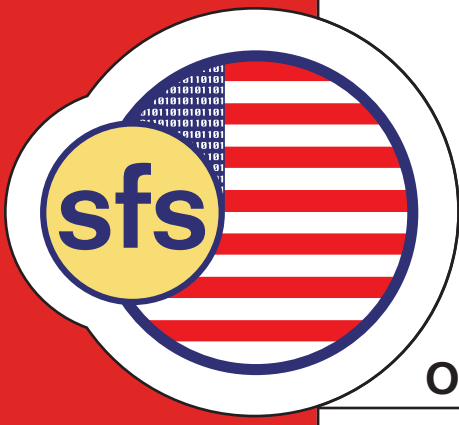
A Guide for Federal Government Agencies
and Related Organizations
(Last updated October 26, 2005)

Federal Cyber Service:
Scholarship For Service

Overview

This Toolkit will assist Federal hiring agencies and related organizations obtain a better understanding of the Federal Cyber Service: Scholarship For Service (SFS) program. It will explain how to successfully leverage the various resources that are available to fill vacant Information Assurance (IA) internship and permanent employment opportunities with SFS students.

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General SFS-related FAQs for Hiring Organizations

What is the Scholarship For Service (SFS) program, and why is it important to Federal agencies?

SFS is an Information Assurance (IA) education program for students. Through this program, a superbly qualified pool of students is available to Federal agencies for internships or permanent placement. These students have received scholarship funds and are obligated to serve in the Federal government for a period equivalent to the length of their scholarships (typically, two years).

What agency administers the SFS program?

The SFS program, offered by the National Science Foundation (NSF) and co-sponsored by the Department of Homeland Security (DHS), includes scholarship and capacity-building components that attract high-caliber students from institutions designated by the National Security Agency (NSA) and DHS as Centers of Academic Excellence in Information Assurance Education (CAE/IAE) and selected by NSF through a competitive process.

The San Antonio Services Section of the Office of Personnel Management (OPM) works with NSF by providing placement assistance and coordinating student compliance with the program's service component. An Interagency Coordinating Committee (ICC) provides strategic support. ICC members include representatives from:

- NSF
- DHS
- OPM
- NSA
- Office of Management and Budget (OMB)
- Department of Treasury

Can any college or university participate?

No. Colleges and universities are selected by NSF through a competitive process. In order to compete, they must be designated by NSA and DHS as a CAE/IAE or have a program deemed "equivalent" to CAE/IAEs. There are 67 CAE/IAEs but only those selected through the NSF's competitive process may participate. Currently there are 26 SFS scholarship institutions.

Who pays for the scholarships?

NSF awards grants for the scholarships to selected colleges and universities.

What costs are covered by the SFS program?

Universities individually manage the funding portion of their grant. The scholarship could cover all or part of tuition, room and board, and books for up to two years of undergraduate-, graduate-, or doctoral-level study. In addition, undergraduates receive an annual stipend of $8,000. The annual stipend for graduate students is $12,000.

Are there any program-related costs to the agency?

Yes. Federal agencies must pay the students' salaries (and benefits, if applicable) during the internship and other periods of employment.

What other responsibilities do agencies have?

OPM also highly recommends that the agency designate an official who will serve as the SFS contact and be responsible for ensuring the internship requirements are met. This official may also serve as mentor, or have the authority to procure and designate others as student mentors.

When, and for how long, can a student get a scholarship?

Students are funded up to two years during the final two years of their undergraduate, graduate, or doctorate degree programs.

What is the shortest period for which a student may be funded?

One semester. It would be during the final semester of their Information Assurance (IA) degree program.

Are students entitled to the full stipend during a year in which they are funded for less than a year?

No. The student is entitled to a prorated amount.

How long must a student serve at a Federal agency?

A student must serve for a period equivalent to the length of the scholarship or one year, whichever is longer. An academic year (i.e., the fall and spring semesters) is equivalent to a calendar year of employment. If the student is funded for two academic years, he or she must serve at a Federal agency in a covered position for two calendar years. If the student is funded for one academic year or less (e.g., only one semester), he or she must serve for one calendar year.

How are students selected for the program?

Students must apply to the program through a participating university. Students will be selected for the program in accordance with the process and screening criteria set forth by the participating university. There is a strict and highly competitive application process for students to be selected into the SFS program. Each university develops its own competitive criteria for selection. Principal Investigators (PIs), who serve as the SFS program leaders at each university, are responsible for reviewing all applications and selection of candidates. OPM follows with a final review and selected applicants are then notified.

What are the student eligibility requirements?

Students participating in the SFS program must be:

a) Enrolled in the final two years of a bachelor's, master's, or doctorate degree program at an NSF-selected CAE/IAE;

b) Attending school on a full-time basis while receiving a scholarship under the SFS program;

c) A United States citizen;

d) Eligible for Federal employment; and

e) Able to obtain a security clearance, if necessary.

Students are selected to participate in the SFS program based on merit, evidence of intensive academic training in the information assurance field, and clear indicators they can apply their education to real-world work experiences.

What is the process for "matching" students with Federal agencies?

A match occurs when a student receives an offer from an agency. To facilitate the matching process, students are required to register on the SFS program website (www.sfs.opm.gov) and complete a resume online. Through the SFS website, they are able to search for, and contact, participating agencies to explore internship and long-term placement opportunities.

Federal agencies are strongly encouraged to register on the SFS website to conduct student and resume searches. Once registered, Federal agency officials gain full access to the SFS website where they may view, download, and/or print resumes of participating students available for internships and post-graduation placement. All resumes may be retrieved based on different search criteria such as employment availability date or degree program. Once they view and download resumes, agency officials can contact students directly for the purpose of facilitating student/agency matches (i.e., to explore making internship or post-graduation placement offers). When a match is made, this website allows the agency to report the match to the SFS Program Office.

Why is it important that offers be made early?

Early offers allow more time for getting security clearances processed, if needed.

After the match is made, what is the Federal agency to do?

After the match is made, the agency's immediate next step is to report the match to the SFS Program Office and select an employment avenue to provide the student the opportunity to fill the internship or employment vacancy.

Federal agencies under title 5, United States Code, may use the direct-hire authority issued by OPM on June 20, 2003 to appoint students who qualify to GS-2210 information assurance positions at the GS-9 level and above. For information assurance positions classified to other series or GS-2210 positions at lower grade levels, numerous avenues are available "to appoint" SFS students to internship or long-term positions.

These include:

- competitive examining;
- merit promotion;
- the Federal Career Intern Program;
- the Student Career Experience Program;
- the authority for hiring individuals in fellowship and intern programs (5 CFR 213.3102(r)); and
- any appropriate noncompetitive placement authority for which the student may be eligible.

Using the "r" authority (5 CFR 213.3102(r)) has several advantages:

- Public notice is not required;
- There is no limit on the grade level to which individuals may be appointed (provided they qualify);
- There is no limitation on promotion potential (provided they qualify); and
- Agencies can develop their own qualifications for positions filled through this authority because it is a schedule A excepted authority, and time-in-grade restrictions do not apply.

Federal agencies under other titles, whose employment system is governed by other titles, should use whatever appointing authorities are appropriate under the regulations that govern their employment practices.

Is it recommended that agencies communicate often with their placed student?

Yes. Agencies should maintain contact with the student throughout the scholarship period. The designated mentor should remain in contact with the student and collaborate with the Principal Investigator to ensure the student's academic focus is in line with agency and program expectations.

Are students required to serve internships, and how long must the internship last?

Yes. Students funded more than one year are required to serve an internship at a Federal agency. This internship must be at least 10 weeks in length and will normally occur during the intervening summer.

Can students apply their internship time towards fulfilling their post-graduate Federal agency obligations?

No. A student's time spent in an internship cannot be credited towards their post-graduate commitment.

Does the student have to serve the internship at the Federal agency that will employ him or her upon graduation?

No. As long as the nature of the internship meets the SFS program requirements, a student may serve his or her internship at an agency different from the one he or she targets for full-time time work following graduation. However, it is strongly encouraged that the internship be served at the agency that will ultimately hire the student as the internship provides the environment that helps create a bond between the student and the employer. It also helps create a sense of belonging, of being a part of that agency's cadre of information assurance professionals. More importantly, the summer internship should be an integral part of a mentoring process that should span throughout the entire academic and employment phases of the program.

May an agency make an offer of employment to a student who served the internship at another agency?

There is no legal or regulatory basis to prevent an agency from making an offer of employment to a student who served the internship at another Federal agency even if the student is currently on the latter's rolls.

What is the typical starting salary for someone graduating from this program?

In general, students with a bachelor's degree and superior academic achievement may be appointed at the GS-7 level. Master's degree recipients may be appointed at the GS-9 level. Recipients of a doctorate degree may be appointed at the GS-11 level. It is important to note that the pay rates for information technology professionals are higher than for other jobs and pay rates may also differ based on geographic location. For easy reference, the standard GS Salary Table is included at the end of this document.

What happens if the student leaves the Federal position before he or she serves the required period?

The student must repay a prorated amount equivalent to the length of the period not served. For example, if the student received funds for two years and serves for one-and-a-half years, he or she must repay 25% of the funds received. Federal agencies must notify the SFS Program Office immediately when this occurs. The SFS Program Office is responsible for initiating the repayment process.

Does the SFS program pay for or conduct any type of security background investigation on SFS students?

No. The SFS Program Office does not conduct any type of security background investigation on SFS students. It is the responsibility of the agencies to initiate and conduct whatever security clearance/investigation or background check that is appropriate for determining suitability for employment with that agency. In addition, the Federal agency will bear the cost of the background investigation (if needed), case adjudication, and other expenses associated with obtaining the required level of security clearance.

Where can I obtain additional information regarding the SFS program?

Additional information and questions regarding the SFS program can be answered by contacting Kathy Roberson, SFS Program Manager, at kathy.roberson@opm.gov or (210) 805–2423, extension 506. Or, you may also visit the SFS website at www.sfs.opm.gov.

In addition, the SFS Program Director can be reached at sfs@nsf.gov or (703) 292-8669.
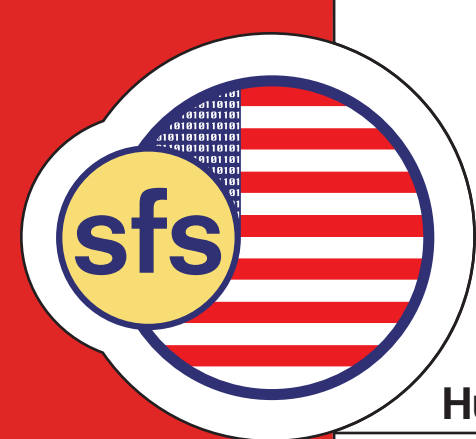
Human Resources-specific FAQs for Hiring Organizations

How do I access the SFS program website to review resumes and view the student database?

Step 1: Log onto the SFS website at www.sfs.opm.gov and register as an agency official.

Step 2: Once registered you will gain full access to the SFS website where you may view, download, and/or print resumes of participating students available for internships and post-graduation placement and retrieve the information you will need to contact those in which you are interested so that you may interview them on the phone or set up in-person interviews. (Students are not funded to defray the cost of travel for in-person interviews. Agencies may have to pay travel expenses if they wish to conduct in-person interviews). All resumes may be retrieved based on different search criteria such as employment availability date or degree program.

Step 3: When a match is made, the SFS website allows the agency to report the match to the SFS Program Office.

How do I post internship or permanent employment opportunities to the USAJOBS.gov website?

The following guides have been created to assist in explaining the process of posting a job vacancy or internship on the USAJOBS.gov website:

Creating and Posting a Job Vacancy
(http://www.usajobs.opm.gov/employer_guides/Creating_Posting_a_Job.pdf)

Managing Your Job Postings
(http://www.usajobs.opm.gov/employer_guides/Managing_Your_Jobs.pdf)

Searching for Resumes
(http://www.usajobs.opm.gov/employer_guides/Searching_Resumes.pdf)

During what time of the year is it "best" that I post information on an internship or permanent employment opportunity at my agency?

As soon as they become available, since students are continuously seeking opportunities.

Can I use the direct-hire authority for Information Technology Management (Information Security), GS-2210, GS-9 and above, to fill internships and permanent employment vacancies?

Yes. In support of the Administration's critical reconstruction efforts in Iraq and government-wide efforts to carry out the requirements of the Government Information Security Reform Act and the Federal Information Security Management Act, OPM, on June 20, 2003, authorized a government-wide direct-hire authority and determined that there is a government-wide critical hiring need for GS-2210, Information Technology Management Specialists (Information Security) at the GS-9 level and higher.

Why should I use the direct-hire authority to fill vacant GS-2210-9 and above positions available at my agency?

The direct-hire authority was implemented in order to streamline the recruitment process. It authorizes hiring without regard to certain competitive procedural requirements. The direct-hire authority:

- Allows applicants to be selected without first being "rated" or "ranked";

- Allows applicants to be appointed without regard to the "rule of three";

- Allows applicants to be hired without applying veterans' preference;

- Requires adherence to career transition assistance program requirements (CTAP/ICTAP); and

- Requires that the vacancy be announced to the public.

At what level(s) can I hire an individual under the GS-2210 direct-hire authority?

The government-wide direct-hire authority for Information Technology Management Specialists (Information Security) may be used to appoint individuals to competitive service career, career-conditional, term, temporary, emergency indefinite, and overseas limited appointments at GS-9 or higher positions.

How do I document a direct-hire appointment?

When documenting direct-hire authority appointments on the SF–50/52, Notification of Personnel Action or Request for Personnel Action, HR personnel must use two Nature of Action authority codes. First, they must use AYM as the first authority, entering the specific OPM issued direct-hire authority number and date; and second, BAC as the second authority which will automatically reflect 5 CFR Part 337.201. For example: AYM GW001 6/20/03 and BAC 5 CFR Part 337.201. When making direct-hire appointments, it is imperative that both authority codes be used to enable OPM to evaluate the use of this authority without requiring agency reports.

What if the only GS-2210 positions and internships I have available at my agency for SFS students are BELOW the GS-9 levels?

For agencies under title 5, United States Code, numerous avenues are available "to appoint" SFS students to internship or long-term positions for information assurance positions classified as GS-2210 at lower grade levels. These include:

- competitive examining;
- merit promotion;
- the Federal Career Intern Program;
- the Student Career Experience Program;
- the authority for hiring individuals in fellowship and intern programs (5 CFR 213.3102(r)); and
- any appropriate noncompetitive placement for which the student may be eligible.

Using the "r" authority (5 CFR 213.3102(r)) has several advantages:

- Public notice is not required;
- There is no limit on the grade level to which individuals may be appointed (providing they qualify);
- There is no limitation on promotion potential (provided they qualify);
- Agencies can develop their own qualifications for positions filled through this authority because it is a schedule A excepted authority; and
- Time-in-grade restrictions do not apply.

Federal agencies whose employment system is governed by other titles should use whatever appointing authorities are appropriate under the regulations that govern their employment practices.

Note: Regardless of the appointing authority used for the internship, the agency should maintain contact with the student throughout the scholarship period. The designated mentor should remain in contact with the student and collaborate with the Principal Investigator to ensure the student's academic focus is in line with agency and program expectations.

What authority may agencies use to appoint SFS program students upon graduation?

There is no special hiring authority created for the placement of SFS students for agencies under title 5. However, there are several avenues open to the agencies to afford students the opportunity to fulfill their post-graduation employment commitment. More importantly, in general, the length of the employment commitment will provide agencies plenty of time to seek the permanent placement of students under time-limited appointments. However, there are two caveats to remember. The agency must comply with the regulatory requirements applicable to whatever authority is used; and the appointment must be of sufficient duration to permit the participant to serve for a period equivalent to the length of the scholarship period or one year, whichever is longer.

a) If the agency used the SCEP at the outset, it may convert the student to a term or permanent appointment provided all conditions were met.

b) If the agency did not make a SCEP appointment, it may appoint the participant using any existing authority under which the participant is appointable. For example, the agency may announce the position using competitive procedures; reinstate or transfer the person into its ranks if eligible for reinstatement or transfer; or make a Career Intern appointment. In all instances, the agency must adhere to the provisions in the rules and regulations that govern the appointing authority used.

c) If the person is not appointable under any other authority, the agency may make an appointment under 5 CFR 213.3102(r) and seek conversion to a permanent competitive appointment at a later date. This authority allows the appointee to serve in the excepted service for up to four years.

Should I remind students that a background check may be needed in order to obtain the security clearance they'll need to fulfill the responsibilities and tasks assigned to them at the internship or job?

Yes. We encourage that you inform students about the need for them to obtain a security clearance so that they may begin to compile all the information and data they will be required to submit.

What are Principal Investigators (PIs), what role do they play within the SFS program, and how can they assist me in finding a student to fill my internship or job vacancy?

PIs are the SFS program leaders at each university. Each participating university has a PI. They are responsible for mentoring each SFS student throughout their scholastic tenure and assisting them in finding Federal internship and employment opportunities. PIs are the individuals most knowledgeable about each student and can therefore answer any questions you may have about any specific SFS student you are interested in hiring.

Available Contacts Who Have Successfully Placed / Hired SFS Students

The following individuals have agreed to make themselves available to you to provide guidance, suggestions, or counsel regarding placement.

H.R. Professionals

Susan Gearhart
Drug Enforcement Agency
Phone: 202-307-1796
e-mail: susan.gearhart@usdoj.gov

Jennifer Dooley
U.S. Government Printing Office
Phone: 202-512-1051
e-mail: jdooley@gpo.gov

Line Managers

Michael Phelan
Drug Enforcement Agency
Phone: 703-495-6787
e-mail: michael.j.phelan@usdoj.gov

Barbara Sauter
Government Accountability Office
Phone: 202-512-9515
e-mail: sauterb@gao.gov

For additional information, contact:

SFS Program Director

Diana B. Gant, Ph.D.
National Science Foundation
Phone: 703-292-8669
e-mail: dgant@nsf.gov

SFS Program Manager

Kathy Roberson
Office of Personnel Management
Phone: 210-805-2423 ext. 506
e-mail: kathy.roberson@opm.gov

University Profile and Principal Investigator Contact Information

Air Force Institute of Technology

Program Degree(s): Graduate
Emphasis: Focuses on providing a substantial technical foundation in computer operating systems, networks, data security, and design and analysis.

PI: Richard Raines, Ph.D.
AFIT/ENR
2950 Hobson Way
Wright-Patterson AFB, OH 45433

Phone: 937-255-3633
e-mail: Richard.Raines@afit.edu

Carnegie Mellon University

Program Degree(s): Graduate
Emphasis: Prepares students to succeed as InfoSec managers by blending education in information security technology, business management, and policy.

PI: Don McGillen, Ph.D.
Center for Computer and Communications Security
4616 Henry Street
Pittsburgh, PA 15213

Phone: 412-268-6755
e-mail: mcgillen@cmu.edu

Clark Atlanta University

Program Degree(s): Graduate and Doctorate
Emphasis: Provides a balanced practical and theoretical approach to the study of software and hardware with an emphasis on solving real-world problems.

PI: Roy George, Ph.D.
Department of Computer Science
Atlanta, GA 30314

Phone: 404-880-6951
e-mail: rkavil@bellsouth.net

Florida State University

Program Degree(s): Undergraduate and Graduate
Emphasis: Seeks to provide a sound combination of applied and theoretical skills in computer science and enterprise security, reinforced with hands-on experience.

PI: Alec Yasinsac, Ph.D.
Computer Science Department
262 James Jay Love Building
Tallahassee, FL 32306

Phone: 850-644-6407
e-mail: yasinsac@cs.fsu.edu

PI: Mike Burmester, Ph.D.
Computer Science Department
269 James Jay Love Building
Tallahassee, FL 32306

Phone: 850-644-6410
e-mail: burmester@cs.fsu.edu

George Washington University

Program Degree(s): Undergraduate and Graduate
Emphasis: Security and information assurance students have specialties in computer science, forensics, electrical engineering, engineering management, and business.

PI: Lance Hoffman, Ph.D.
Computer Science Department
703 Phillips Hall
Washington, DC 20052

Phone: 202-994-4955
e-mail: lanceh@gwu.edu

Georgia Institute of Technology

Program Degree(s): Graduate and Doctorate
Emphasis: Provides a background and insight into general knowledge issues before concentrating on either technical or policy coverage of key elements of information security.

PI: Mike Nelson-Palmer, Ph.D.
College of Computing
801 Atlantic Drive
Atlanta, GA 30332

Phone: 404-385-2271
e-mail: mnpalmer@cc.gatech.edu

PI: Seymour Goodman, Ph.D.
College of Computing and the Sam Nunn School
781 Marietta Street, NW
Atlanta, GA 30332

Phone: 404-385-1461
e-mail: goodman@cc.gatech.edu

Idaho State University

Program Degree(s): Undergraduate
Emphasis: Building technical skills and knowledge with formal concentrations in information assurance and network security.

PI: Corey Schou, Ph.D.
Informatics Research Institute/NIATEC
Box 4043
Pocatello, ID 83205

Phone: 208-282-3194
e-mail: schou@mentor.net

University of Idaho

Program Degree(s): Undergraduate and Graduate
Emphasis: Building technical knowledge and abilities with concentrations on information assurance.

PI: Paul Oman, Ph.D.
Computer Science Department
Janssen Engineering Building
Room 233
Moscow, ID 83844

Phone: 208-885-6899
e-mail: oman@cs.uidaho.edu

Iowa State University

Program Degree(s): Graduate
Emphasis: Focuses on technical areas such as network security, computer forensics, and cryptology. Includes political issues related to digital government such as privacy.

PI: Doug Jacobson, Ph.D.
Electrical and Computer Engineering
2419 Coover Hall
Ames, IA 50011

Phone: 515-294-8307
e-mail: dougj@iastate.edu

Alternate Contact: James Davis, Ph.D.
Phone: 515-294-0659
e-mail: davis@iastate.edu

Jackson State University

Program Degree(s): Undergraduate and Graduate
Emphasis: Preparation in the fundamentals of information technology with advanced technical work in computer science, information systems, and computational science.

PI: Loretta Moore, Ph.D.
Computer Science Department
Jackson, MS 39217

Phone: 601-968-2105
e-mail: moorela@stallion.jsums.edu

Johns Hopkins University

Program Degree(s): Graduate
Emphasis: Offers an MS in Security Informatics degree balanced across four core areas: technology, policy, health informatics, and management.

PI: Gerald Masson, Ph.D.
Information Security Institute
3400 North Charles Street
Baltimore, MD 21218

Phone: 410-516-7013
e-mail: masson@jhu.edu

Alternate Contact: Deborah Higgins, Ph.D.
Phone: 410-516-8521
e-mail: dhiggins@jhu.edu

Marymont University

Program Degree(s): Undergraduate and Graduate
Emphasis: Building technical knowledge and skills.

PI: Cynthia Cicalese, Ph.D.
Computer Science Department
Marymount University
Arlington, VA 22207

Phone: 703-284-1686
e-mail: cynthia.cicalese@marymount.edu

Mississippi State University

Program Degree(s): Undergraduate and Graduate
Emphasis: Emphasizes highly technical areas with extra coursework in information and computer security, computer forensics, and network security/cryptography.

PI: Rayford Vaughn, Ph.D.
Computer Science and Engineering Department
PO Box 9637
Mississippi State, MS 39762

Phone: 662-325-7450
e-mail: vaughn@cse.msstate.edu

Morehouse College

Program Degree(s): Undergraduate
Emphasis: Designed to provide a broad introduction to computer science within the context of liberal arts education. Emphasizes interrelationships with other disciplines.

PI: Chung Ng, Ph.D.
Department of Computer Science
Atlanta, GA 30314

Phone: 404-215-2757
e-mail: cng@morehouse.edu

Naval Postgraduate School

Program Degree(s): Graduate and Doctorate
Emphasis: Delivers graduate level education in military computer science and information science and technology, in response to the needs of naval and military customers.

PI: Cynthia Irvine, Ph.D.
Computer Science Department, Code CS/IC
833 Dyer Road
Monterey, CA 93943

Phone: 831-656-7700
e-mail: irvine@nps.edu

Nebraska – Omaha, University of

Program Degree(s): Undergraduate
Emphasis: An Information Assurance concentration extends the MIS curriculum by focusing on the principles and skills necessary to analyze, design, and construct secure systems.

PI: Blaine Burnham, Ph.D.
College of Information Science and Technology
Peter Kiewit Institute, 280
Omaha, NE 68182

Phone: 402-554-2039
e-mail: blaine_burnham@unomaha.edu

Alternate Contact: Stephanie Jensen
Phone: 402-554-4902
e-mail: sjensen@mail.unomaha.edu

New Mexico Institute of Mining and Technology

Program Degree(s): Undergraduate and Graduate
Emphasis: Students work across disciplines to focus on specialties within information assurance, including forensics, network security, cryptography, secure software development, etc.

PI: Lorie Liebrock, Ph.D.
Computer Science Department
801 Leroy Place
Socorro, NM 87801

Phone: 505-835-6729
e-mail: liebrock@cs.nmt.edu

North Carolina – Charlotte, University of

Program Degree(s): Undergraduate and Graduate
Emphasis: A concentration in information security and privacy focuses on technical as well as policy issues related to confidentiality, integrity, and availability.

PI: Bei-Tseng (Bill) Chu, Ph.D.
Software and Information Systems Department
9201 University City Boulevard
Charlotte, NC 28223

Phone: 704-687-4568
e-mail: billchu@uncc.edu

North Carolina Agriculture and Technical State University

Program Degree(s): Undergraduate and Graduate
Emphasis: Offers a concentration in information assurance. Research topics include intrusion detection, web security, wireless network security, and multi-agent system security.

PI: Anna Yu, Ph.D.
College of Engineering
1601 East Market Street
Greensboro, NC 27411

Phone: 336-334-7245
e-mail: compsci@ncat.edu

Norwich University

Program Degree(s): Undergraduate and Graduate
Emphasis: Offers an undergraduate degree in computer security and information assurance that focuses on business and management issues as well as technical issues.

PI: David Ward, Ph.D.
IA Department
158 Harmon Drive
Northfield, VT 05663

Phone: 802-485-2007
e-mail: dwardd@norwich.edu

Polytechnic University of New York

Program Degree(s): Undergraduate and Graduate
Emphasis: Offers NSA-approved certificates in information assurance to students pursuing degrees in computer science, computer engineering, telecommunications, or electrical engineering.

PI: Nasir Memon, Ph.D.
Computer Science Department
Six MetroTech Center
Brooklyn, NY 01121

Phone: 718-260-3970
e-mail: memon@poly.edu

Purdue University

Program Degree(s): Undergraduate and Graduate
Emphasis: Discipline-specific programs focus on technical and research aspects of IA. A cross discipline program includes specializations in management, policy, forensics, etc.

PI: Melissa Dark, Ph.D.
CERIAS
656 Oval Drive
West Lafayette, IN 47907

Phone: 765-494-7661
e-mail: dark@cerias.purdue.edu

Alternate Contact: Marlene Walls, Ph.D.
Phone: 765-494-7805
e-mail: walls@cerias.purdue.edu

Spelman College

Program Degree(s): Undergraduate
Emphasis: Developing professional skills in information assurance through advanced coursework and research.

PI: Andrea Lawrence, Ph.D.
Computer Science Department
350 Spelman Lane
Atlanta, GA 30314

Phone: 404-270-5875
e-mail: lawrence@spelman.edu

Stoneybrook State University of New York

Program Degree(s): Undergraduate and Graduate
Emphasis: Offers BS and MS degrees with specializations in information assurance. Emphasis is on technical knowledge and skills.

PI: R. Sekar, Ph.D.
Department of Computer Science
Stony Brook, NY 11794

Phone: 631-632-5758
e-mail: sekar@cs.sunysb.edu

Syracuse University

Program Degree(s): Undergraduate and Graduate
Emphasis: Provides certificates of advance study with an technical focus in systems assurance and with a policy and decision-making focus in information security management.

PI: Susan Older, Ph.D.
Electrical Engineering & Computer Science Dept.
CST 2-177
Syracuse, NY 13244

Phone: 315-443-4679
e-mail: sueo@ecs.syr.edu

Alternate Contact: Scott A. Bernard, Ph.D.
Phone: 703-532-1007
e-mail: sabernar@syr.edu

Tulsa, University of

Program Degree(s): Undergraduate and Graduate
Emphasis: All students must take at least six advanced courses in information assurance and forensics. Emphasis is on technical expertise as well as management skills.

PI: Sujeet Shenoi, Ph.D.
Computer Science Department
Keplinger Hall
Tulsa, OK 74104

Phone: 918-631-3269
e-mail: sujeet@utulsa.edu

You may access a list of any updates and changes to contacts and the institutions currently participating by visiting the SFS Principal Investigators (http://www.sfs.opm.gov/ContactsPI.asp) information website.

Additional information on universities participating in the SFS program can be found at the CAE/IAE (https://www.nsa.gov/ia/academia/caemap.cfm) website.

SALARY TABLE 2005-GS

EFFECTIVE JANUARY 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
GS-1	$ 16,016	$ 16,550	$ 17,083	$ 17,613	$ 18,146	$ 18,459
2	18,007	18,435	19,031	19,537	19,755	20,336
3	19,647	20,302	20,957	21,612	22,267	22,922
4	22,056	22,791	23,526	24,261	24,996	25,731
5	24,677	25,500	26,323	27,146	27,969	28,792
6	27,507	28,424	29,341	30,258	31,175	32,092
7	30,567	31,586	32,605	33,624	34,643	35,662
8	33,852	34,980	36,108	37,236	38,364	39,492
9	37,390	38,636	39,882	41,128	42,374	43,620
10	41,175	42,548	43,921	45,294	46,667	48,040
11	45,239	46,747	48,255	49,763	51,271	52,779
12	54,221	56,028	57,835	59,642	61,449	63,256
13	64,478	66,627	68,776	70,925	73,074	75,223
14	76,193	78,733	81,273	83,813	86,353	88,893
15	89,625	92,613	95,601	98,589	101,577	104,565

GRADE	STEP 7	STEP 8	STEP 9	STEP 10	WITHIN-GRADE AMOUNTS
GS-1	$ 18,984	$ 19,515	$ 19,537	$ 20,036	VARIES
2	20,917	21,498	22,079	22,660	VARIES
3	23,577	24,232	24,887	25,542	655
4	26,466	27,201	27,936	28,671	735
5	29,615	30,438	31,261	32,084	823
6	33,009	33,926	34,843	35,760	917
7	36,681	37,700	38,719	39,738	1,019
8	40,620	41,748	42,876	44,004	1,128
9	44,866	46,112	47,358	48,604	1,246
10	49,413	50,786	52,159	53,532	1,373
11	54,287	55,795	57,303	58,811	1,508
12	65,063	66,870	68,677	70,484	1,807
13	77,372	79,521	81,670	83,819	2,149
14	91,433	93,973	96,513	99,053	2,540
15	107,553	110,541	113,529	116,517	2,988

Note: Additional pay and bonus may be available based on job classification and/or location.

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SFS Hiring Agency Toolkit